

Message Text

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PAGE 01 ISLAMA 06842 231150Z

53

ACTION NEA-12

INFO OCT-01 ADP-00 PM-07 AID-20 CIAE-00 DODE-00 INR-10

NSAE-00 PA-03 RSC-01 USIA-15 PRS-01 OMB-01 RSR-01

/072 W

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R 230718Z AUG 73

FM AMEMBASSY ISLAMABAD

TO SECSTATE WASHDC 587

INFO AMCONSUL KARACHI

AMCONSUL LAHORE

LIMITED OFFICIAL USE ISLAMABAD 6842

E.O.O. 11652: N/A

TAGS: PINT, PGOV, PK

SUBJ: ADMINISTRATIVE REFORMS

REF: ISLAMABAD 6712

1. IN PRE-RECORDED RADIO/TELEVISION SPEECH AUGUST 20,
PRIME MINISTER BHUTTO ANNOUNCED SWEEPING CHANGES IN
STRUCTURE OF PAKISTAN CENTRAL AND PROVINCIAL BUREAUCRA-
CIES. BHUTTO DENOUNCED EXISTING SYSTEM AS LEGACY OF
BRITISH EAST INDIA COMPANY WHICH IMPOSED AN ARROGANT
CASTE SYSTEM ON COUNTRY. FOLLOWING REFORMS ANNOUNCED:
(A) MERGER OF ALL SERVICES AND CADRES AT PROVINCIAL
AND CENTRAL LEVELS INTO SINGLE SERVICE AT BOTH LEVELS
WITH ABOLITION OF "CLASSES" AS WELL AS SEPARATE
SERVICES; (B) ORGANIZATION OF CIVIL SERVANTS WITHIN
UNIFIED CENTRAL SERVICE INTO APPROXIMATELY 25 FUNCTIONAL
CATEGORIES (MORE OR LESS "CONES") AND PROVINCIAL CIVIL
SERVANTS IN 15 CATEGORIES; (C) INTRODUCTION OF 22 GRADE
NATIONAL PAY-SCALE REPLACING EXISTING 600 SALARY SCALES;
(D) LATERAL ENTRY WILL BE ENCOURAGED AND FACILITATED; (E) GOP
PERMITTED TO EXERCISE COMPULSORY RETIREMENT OF INDIVIDUALS
WITH 25 YEARS OF SERVICE; (F) HORIZONTAL MOVEMENT OF
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PAGE 02 ISLAMA 06842 231150Z

PERSONNEL WILL BE POSSIBLE; (G) MERIT WILL DETERMINE PRO-

MOTIONS INCLUDING ACCELERATED PROMOTION; (H) EMPLOYEES OF PUBLIC SEMI-AUTONOMOUS AGENCIES WILL BE INCLUDED IN NEW SERVICE. TIMETABLE FOR IMPLEMENTATION OF NEW SYSTEM WAS NOT INDICATED.

2. REFORM MEASURES ANNOUNCED GO FAR BEYOND 1962 "CORNELIUS" REFORM MEASURES WHICH WERE SHELVED BY AYUB GOVERNMENT. MERGER OF ELITE AND CLOSED SUPERIOR SERVICES SUCH AS CIVIL SERVICE OF PAKISTAN AND FOREIGN SERVICE AMONG OTHERS WILL NOT NECESSARILY IMPROVE EFFICIENCY, HONESTY OR ATTITUDES OF THESE GROUPS. THEY WILL, HOWEVER, INEVITABLY LOSE POLITICAL CLOUT AS NEW SINGLE SERVICE WILL BE MORE SUSCEPTIBLE TO MANIPULATION BY POLITICAL LEADERSHIP. ADMINISTRATIVE REFORMS ANNOUNCED WILL PROBABLY BE WELL RECEIVED BY GENERAL PUBLIC AND MIDDLE AND BOTTOM RANKS OF CIVIL SERVANTS, IF NOT BY MEMBERS OF SUPERIOR SERVICES.

3. EMBASSY WILL REPORT MORE FULLY ON THIS SUBJECT BY AIRGRAM.
SOBER

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